



20060814Mv2 - Photography
Effective Date: 08-14-2006
Revision Date: 10-21-2018

Purpose/Introduction

It is critical to the mission of the Spirit Haven that our Members feel safe at our events. We also acknowledge and respect all magical paths. Many of our Members are concerned about the effect on their lives, livelihoods, and spirituality should their image be captured without their express consent. Spirit Haven events may be the only place in our Members' lives where they have the freedom to express themselves without the fear of being photographed.

We also understand that some Members may wish to use photography to document special occasions or rites of passage. Furthermore, Spirit Haven sometimes needs to use photography for marketing purposes.

In order to balance the safety, privacy, and spiritual concerns with the needs for marketing and mementos, the organization has drafted these rules governing photography.

*This policy replaces and renders inactive the previous Photography Policy:
20060814M - Photography by Membership Vote at the 2018 Samhain Great Works Meeting.*

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Policy Content

Definition of Terms

Photographer: Any person creating Photography.

Photography: Any image, moving or still, captured by recording it to film or electronic media in any way that permits it to be retrieved at a later time for viewing via hard copy or on any kind of display device, or displayed in real time on other devices.

This includes prints, slides, still images or moving video, and equipment with images stored in memory or live streamed, regardless of media. This also includes equipment that can capture images for transmission over wireless networks.

General Policy

Photography is strongly discouraged at all Spirit Haven events. The following restrictions always apply.

- A) No photograph may be taken at any Spirit Haven event without the express and affirmative consent of all of the individuals whose image may be captured in the photograph. No reason is required for non-consent.
 - a) This includes festivals, workends, and any other events sponsored by Spirit Haven.
 - b) This includes any and all parts of the person's body, silhouettes, and blurred images. It does not matter if the person is "identifiable" or not.
- B) No photograph may be taken of a minor person (ages 17 years and under) without the express and affirmative consent of said minor's parent or legal guardian and the minor person if they are able to communicate..
- C) No photograph may be taken in a public area at a Festival unless the photographer is a Spirit Haven Staff Photographer following all applicable policies. *See Staff Photographer description.*



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Staff Photographers

Spirit Haven Board of Directors (the Board) shall appoint a Staff Photographer, and may appoint up to five Staff Photographers at a time. The Staff Photographer is tasked with creating potential marketing material and documenting special occasions for the membership while maintaining a sense of privacy and safety and protecting the spiritual concerns of the Membership. The Staff Photographer may also help any member to document an occasion for their personal use while following the restrictions in the [General Policy](#) section.

Staff Photographers shall report to the Director of Records (DoR). The appointment is expected to be for a term of one year, but may be terminated at any time by either the Board or the Photographer.

A Staff Photographer must be a member in good standing and must have attended at least four festivals. In addition to having the skills of a photographer, a Staff Photographer should be meticulous at record keeping, highly ethical, and generally trusted by the membership.

A Staff Photographer shall obtain consent from all persons whose image may be captured in whole or part before the image is created. If the image is to be used for Spirit Haven marketing, written consent must be obtained. This consent may be kept in ledger form and should be turned in to the DoR at the end of each event.

While on duty creating photography, the Staff Photographer must be visibly identifiable as a Staff Photographer from at least 100 feet away, such as wearing a high visibility vest with the word "Photographer" printed on the back. While not in use, camera equipment should be covered or hidden from sight so as not to cause alarm.

All images taken by the Staff Photographer for marketing are the property of Spirit Haven. The Staff Photographer shall not use equipment that automatically uploads data to the internet or cloud storage. Before they are uploaded, all images must be reviewed by any one of the following: a Board Member, another Staff Photographer, the Spirit Haven Historian, the Manager or Assistant Manager of Safety Services, or a Chief Guardian. Any image containing a person who did not consent to be photographed shall be immediately deleted, destroyed, or otherwise



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edited to entirely remove that person's image.

Temporary Photographers

The Board may grant temporary permission to create photography to a non-Staff Photographer for the purposes of documenting specific special occasions, (e.g.: members being handfasted who wish to bring in a professional photographer.) This permission is only applicable to the area and duration of the specific special occasion. A Temporary Photographer can be a non-member who has not attended a festival but must adhere to all other parts of this policy, especially the restrictions under the [General Policy](#) section.

Special Functions

Special functions, such as handfastings, rites of passage, other rituals, workshops, or performances, may be photographed if the following conditions are met.

- A) The photographer is either a Staff Photographer or has been granted Temporary Photographer status by the Board.
- B) The location has a suitable backdrop, such as a tree line or hanging tapestries, where no one may be accidentally photographed in the background.
- C) Signs are posted at the entrance to the location warning participants that there will be photography.
- D) A verbal announcement is made at the start of the function letting attendees know that photography will happen and where they should stand if they do not wish to be in the images. If there is no space in the area safe from photography, then attendees should be informed of this and be given the opportunity to leave before any photographs are taken.
- E) Restrictions under [General Policy](#) always apply.

Enforcement

Any Spirit Haven volunteer should feel empowered to inform a photographer of this policy and



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ask that any pictures of people be deleted or destroyed immediately. The volunteer may also get a Guardian to have this conversation in the volunteer's stead.

If the photographer does not respect this request to delete images of non-consenting persons, the situation will be escalated to the Board.

The Executive Director is responsible for the implementation of this policy. Failure to comply with this policy may result in termination of Staff or Temporary Photographer positions, ejection from Spirit Haven property, termination of membership or future denial of service, depending on the severity of the infraction.